



仁寶電腦工業股份有限公司
COMPAL ELECTRONICS, INC.

Labor Practices Commitment

We firmly believe that talent is the cornerstone of sustainable corporate development. We are committed to establishing and maintaining a work environment that respects labor rights and human rights, and is fair, inclusive, and sustainable across all our operations.

Scope of Application

This commitment applies to all employees at corporate offices and manufacturing sites, including full-time and part-time workers, interns, and contract personnel. It also extends to subsidiaries, suppliers, contractors, partners, joint ventures, and other entities under our significant control. Compal promotes adherence to the same principles and spirit across its supply chain through the establishment of the Supplier Code of Conduct.

Our Commitments

1. We are committed to providing market-competitive compensation aligned with local living wage standards and to ensuring equal pay for equal work for both men and women.
2. We strictly comply with the legal working hour limits at each of our operating locations, avoid unnecessary overtime, and guarantee compensation in accordance with legal requirements or more favorable standards.
3. We offer annual paid leave that exceeds local labor law requirements and actively ensure that employees can freely exercise their right to take leave.
4. In cases of organizational changes or workforce adjustments, we commit to providing reasonable notice periods and timely communication in accordance with local laws.
5. We value labor-management dialogue and employee participation. We engage in regular discussions with employee representatives on working conditions and key labor issues, and we continuously enhance protective measures for our workforce.